

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Bureau of Land Management: BLM (and below)

For 4th Quarter 2012 for period ending September 30, 2012

****Mixed Cases are Included in this report****

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012Thru09-30
	2007	2008	2009	2010	2011	
Number of Complaints Filed	45	49	42	40	39	46
Number of Complainants	45	46	42	40	39	44
Repeat Filers	1	4	0	0	0	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012Thru09-30
	2007	2008	2009	2010	2011	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	13	14	11	13	12	16
Color	3	8	2	4	8	8
Religion	3	3	4	4	2	2
Reprisal	23	21	22	18	20	25
Sex	16	22	20	22	14	27
PDA	0	0	0	0	0	1
National Origin	7	6	7	7	7	10
Equal Pay Act	0	0	0	0	0	0
Age	14	23	20	19	20	22

Disability	10	10	10	6	11	10
Genetics	0	0	0	0	0	0
Non-EEO	1	2	0	3	1	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
	2007	2008	2009	2010	2011	2012Thru09-30
Appointment/Hire	7	19	6	11	10	15
Assignment of Duties	4	5	6	5	2	7
Awards	0	0	2	2	3	2
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	2	1	3	1	2	3
Suspension	1	3	2	2	3	2
Removal	1	0	0	0	1	0
Other	1	0	0	0	1	0
Duty Hours	5	0	0	0	1	1
Evaluation Appraisal	3	3	3	5	5	3
Examination/Test	0	0	0	1	0	0
Harassment						
Non-Sexual	24	17	27	16	15	19
Sexual	0	1	2	4	1	1
Medical Examination	0	1	0	0	0	0
Pay (Including Overtime)	2	1	0	0	0	0
Promotion/Non-Selection	8	5	5	2	1	8
Reassignment						

Denied	1	1	0	0	0	2
Directed	0	1	1	0	2	1
Reasonable Accommodation	2	2	3	1	3	2
Reinstatement	0	1	0	0	0	0
Retirement	0	0	0	2	3	0
Termination	4	1	3	2	2	2
Terms/Conditions of Employment	1	6	5	5	6	11
Time and Attendance	3	1	2	3	2	1
Training	2	2	2	2	2	6
Other	3	0	1	5	3	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2012Thru09-30
	2007	2008	2009	2010	2011	
Complaints pending during fiscal year						
Average number of days in investigation	227.37	171.28	187.87	197.94	207.96	163.94
Average number of days in final action	111.95	121.89	259.10	100.53	118.00	144.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	208.11	183.38	159.13	209.17	233.43	161.95
Average number of days in final action	43.50	24.40	4.57	27.60	41.33	48.20
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	250.25	163.00	282.29	174.45	180.54	167.42
Average number of days in final action	194.10	230.22	340.09	137.00	180.73	183.92
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2012Thru09-30
	2007	2008	2009	2010	2011	

Total Complaints Dismissed by Agency		7		10		3		2		6		5	
Average days pending prior to dismissal		280		243		371		244		316		28	
Complaints Withdrawn by Complainants													
Total Complaints Withdrawn by Complainants		3		7		0		6		3		3	
Total Final Agency Actions Finding Discrimination	Comparative Data												
	Previous Fiscal Year Data										2012Thru09-30		
	2007		2008		2009		2010		2011				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	3		1		2		1		2		0		
Without Hearing	0	0	0	0	0	0	0	0	2	100	0	0	
With Hearing	3	100	1	100	2	100	1	100	0	0	0	0	
Findings of Discrimination Rendered by Basis	Comparative Data												
	Previous Fiscal Year Data										2012Thru09-30		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	2007		2008		2009		2010		2011				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	3		1		2		1		2		0		
Race	3	10	0	0	0	0	0	0	0	0	0	0	
Color	0	0	0	0	0	0	0	0	0	0	0	0	

Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	67	1	100	2	100	1	100	1	50	0	0
Sex	3	100	0	0	0	0	0	0	1	50	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	50	0	0
Disability	0	0	0	0	0	0	0	0	1	50	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	3		1		2		1		0		0	
Race	3	100	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	67	1	100	2	100	1	100	0	0	0	0
Sex	3	100	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing	0		0		0		0		2		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	50	0	0
Sex	0	0	0	0	0	0	0	0	1	50	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	50	0	0
Disability	0	0	0	0	0	0	0	0	1	50	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2012Thru09-30	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		1		2		1		2		0	
Appointment/Hire	0	0	1	100	1	50	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	1	50	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0

Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	50	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	67	0	0	0	0	1	100	1	50	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	33	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	1	50	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	1	50	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	1	50	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	3		1		2		1		0		0	
Appointment/Hire	0	0	1	100	1	50	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	67	0	0	0	0	1	100	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	33	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0

Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	1	50	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		2		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	1	50	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	50	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	1	50	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0

Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	1	50	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	1	50	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status					Comparative Data							
					Previous Fiscal Year Data					2012Thru09-30		
					2007	2008	2009	2010	2011			
Total complaints from previous Fiscal Years					64	67	59	59	56	53		
Total Complainants					55	63	54	55	56	53		
Number complaints pending												
Investigation					2	2	1	4	2	4		
ROI issued, pending Complainant's action					0	0	0	0	0	0		
Hearing					17	11	15	13	16	27		
Final Agency Action					9	13	3	5	5	3		
Appeal with EEOC Office of Federal Operations					1	0	0	0	0	13		

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2012 09/30
	2007	2008	2009	2010	2011	
Pending Complaints Where Investigations Exceed Required Time Frames	4	3	5	5	7	10